



## Modern Slavery Statement

This modern slavery statement is made pursuant to section 54(1) on the Modern Slavery Act 2015 for the financial year ending 31<sup>st</sup> March 2022.

### Introduction

E (Gas and Electricity) Ltd, which forms part of the Bayford Group, have been supplying gas and electricity to predominantly prepayment customers since 2014.

As a business, our aim is to ensure that there is no modern slavery or human trafficking within our own business activities or those of the supply chains with whom we work.

### Our Policies

Our Whistleblowing Policy, which is accessible to all of our employees via a secure shared area, provides information on how our employees can report their concerns which may relate to our direct activities or those of our supply chains to our management team for them to act upon.

The Whistleblowing Policy is reviewed annually and will be amended where required to ensure its continued suitability.

Signed

**Claudia Proffitt**

Managing Director

On behalf of E (Gas and Electricity)

### Due Diligence

At E (Gas and Electricity) Ltd, we consider ourselves to be low risk in regards to modern slavery and human trafficking, however we remain committed to ensuring that our own activities and those of our supply chains remain free from such activities.

Our business is reliant upon our supply chains and we expect all of our suppliers and partners to be compliant with the Modern Slavery Act 2015. All of our supplier and partners should have suitable policies and procedures in place to prevent modern slavery and human trafficking from occurring within their operation. Where possible, we visit our suppliers premises for regular meetings and would terminate our relationship with any business found to be in breach of the Modern Slavery Act 2015.

### Recruitment

Any persons seeking employment with E will have their original, relevant documentation checked by our Recruitment / HR team to confirm their identity and ensure they have the right to work. All of our employees are paid as a minimum, the National Minimum Wage.

### Training

We recognise that training our employees around the risks of modern slavery and human trafficking will increase their awareness, therefore we have introduced a modern slavery and human trafficking module into our induction courses.

### What's Next?

We will continue to raise awareness within our business and have the following planned during the 2022/23 financial year:

- Continue to complete employment checks for any persons seeking employment with E
- Review our Whistleblowing Policy
- Raise awareness within our business by delivering a modern slavery and human trafficking module during our induction courses

We will regularly review our Modern Slavery Statement and update when required. Our Modern Slavery Statement was reviewed by our Directors in September 2022.